

Missouri Western State University
Faculty Bridge-to-Retirement Program
Academic Policies
Approved: 07/09/2014

The following are the basic components of the *Bridge-to-Retirement Program*:

- The faculty member must be eligible for regular retirement.
- The faculty member must apply for consideration and the Western administration must agree to grant that request.
- The faculty member must be in good standing.
- The faculty member will teach **21-22** credits (on an AY basis) and be on campus a minimum of 10 hours pre week for office hours while classes are in session. **This equates to a 630-hour commitment per academic year.**
- The faculty member will only be evaluated in terms of instruction and not in the areas of professional development or service while participating in the bridge program.
- In compensation for teaching, the faculty member will receive \$30,000 (roughly twice the adjunct rate) and in addition a \$6,000 annual health insurance stipend. The compensation can be prorated for less than 21-22 credits per year, but the health insurance stipend would not be prorated unless the time period was one semester, then the health insurance stipend would be \$3,000.
- Participation in this program is granted one year at a time and is renewable for a second year after an evaluation is completed.
- Participation in this program would not change eligibility of dependents for tuition remission (see last sentence in section VI. C. of the Policy Guide).

Procedure for Application:

- The application form may be obtained from the Office of the Provost and Vice President for Academic Affairs (VPAA).
- The department chairperson, dean, and VPAA must approve the application.
- The faculty member must notify the chairperson of their intention to apply for the Bridge Program by February 1 and the application must be submitted to the VPAA by March 1 of the academic year preceding the Bridge year.
- Applicants will be notified by the VPAA of acceptance into the Bridge Program by April 1.

Decision Considerations:

- Annual evaluations of faculty
- Will the acceptance of an application create a severe hardship on the department?
- No more than one member or 20% of a large department may participate in this program during any academic year.
- If there are more applications from a department than allowed by the limitations above, the following criteria will be used, in combination, to determine who is approved:
 - Annual evaluations
 - Number of years of service at Western
 - Difficulty in finding a faculty replacement
 - Date of application